

For information on ...

- *What to look for in a mentor*
- *How to find a mentor/protégé*
- *How to get started in a mentoring partnership*
- *Skill-building modules*
- *Frequently asked questions*

<https://www.ngb.dtic.mil/mentoring>
Army or Air

“Building Blocks for Mentoring”

- ✓ **PERSONAL**
- ✓ **PROGRESSION**
- ✓ **PROFESSIONALISM**
- ✓ **PATRIOTISM**
- ✓ **PRODUCTIVITY**
- ✓ **POLICY**
- ✓ **PRACTICES**



**National
Guard**



Mentoring Contacts:

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**LET THE
LEGACY BEGIN!**

MENTORING FOR SUCCESS

*Are you ready to
enhance your
personal and
professional growth?*

***Formal Mentoring
is for you!***



MENTORING FOR THE GUARD

Mentor

Leaders, guides, coaches, or sponsors that must be good at their job, respected in their organization, have professional skills, an inclusive and collaborative spirit, and organizational values.

Protégé (Associate, Mentee)

Persons under the guidance of someone influential who can help shape career advancement and personal growth.

The Mentoring partnership is an agreement between two people sharing mutually enhancing experiences and expertise which strengthens their organization.

How to Begin!

➤ **Contact your unit Mentoring Coordinator**

➤ **Utilize available mentoring handbooks and guides for helpful resources**

Mentorship is the key to professional development and personal growth!

Benefits of Being a MENTOR

- Pass on the legacy by growing future leaders
- Cultivate your management, leadership and interpersonal skills
- Gain personal satisfaction
- Develop rewarding professional contacts
- Achieve a feeling of satisfaction by helping others and helping the National Guard retain good people

Benefits of Being a PROTÉGÉ

- Learn the culture and “unwritten rules” to be successful in the National Guard.
- Smoother transition into the workforce
- Get help in setting your goals and planning your career
- Increase your job and personal satisfaction
- Expand your horizons and network of contacts
- Opens doors historically closed

Benefits to the NATIONAL GUARD

- Builds a diverse future leadership
- Retention of qualified staff
- More well-rounded and motivated employees
- Effective means of integrating employees
- Employees with greater leadership potential

Everyone is ultimately responsible for our own career.

Mentoring is an extremely beneficial career development tool

Types of Mentoring Relationships:

♦ *Informal Mentoring*

This partnership usually occurs when people (protégés) seek another for career advice or to be their career guide. It can also occur when people (the mentors) reach out to someone they know could benefit from the experience. These relationships tend to grow over a long period of time and are very effective and rewarding.

♦ *Supervisory Mentoring*

All good supervisors mentor their subordinates to a degree, but usually only in regard to their current job. We recommend that as leaders, supervisors encourage outside mentoring partnerships and allow employees the time to work on them.

♦ *Situational Mentoring*

Situational mentoring is the right help at the right time and provided when someone needs guidance and advice. It is usually short term, addressing an immediate situation, but can transition to a more long term connection.

♦ **FORMAL FACILITATED MENTORING**

Formal facilitated mentoring is a structured program in which an organization provides the established guidelines, has a program coordinator, and a matching process for the mentors and protégés. Participation is voluntary and is protégé driven, based on their needs.

♦ ALL THESE TYPES OF MENTORING ARE BENEFICIAL!